

SCHOOL IMPROVEMENT PLAN

Academic Team

2018 – 2019

Key Objectives

- To embed and advance curriculum and assessment changes to ensure all students enjoy consistently good progress and outcomes across the curriculum.
- To empower and inspire the Academic Team to provide the best possible outcomes for each individual student.
- To improve the student experience to ensure a culture of aspiration and excellence.

SIP Overview

Embed and advance curriculum and assessment changes

- Curriculum development will be felt and embedded within each area of SIP
- Continue to develop, monitor and evaluate assessment framework.
- Increased focus on target setting, tracking and interventions.

Empower and inspire the Academic Team

- Introduce a Coaching Model and develop T&L Coach.
- Support key staff in classroom to develop best practice

Improve the student experience

- Introduce and pilot Cognitive Load Theory to aid memory development in students across the curriculum.
- Improve the progress and attainment within the mid/higher ability level of students

Embed and advance curriculum and assessment changes

Actions	Leaders	Success criteria	Resources	Cost	Time line		Monitoring	Reporting To	Progress as of Jan 2019	Impact
					Start	End				
<p>Further develop, monitor and evaluate assessment framework to ensure ability range of all students is being met.</p> <p>Further develop Frog to support and deliver specific summative assessments and analysis of results</p>	GC AL AP	AfL in use across all areas; Summative assessments will be rigorous and used x2 for data uploads; student progress will be measurable and consistently applied.	Time for teams to work together to develop tests	Nil	Autumn 2018	Summer 2019	GC AL AP	SLT Governors	<p>First half term – curriculum and cross curriculum time to work on summative assessments – checking rigour and to standardise.</p> <p>Develop opportunities to assess progress beyond data.</p> <p>Differentiated SoW and testing</p> <p>Ensure depts do not ‘drop down’ curriculum at expense of wider learning opportunities.</p> <p>AfL Frog mark book fortnightly.</p>	Tracking of student performance will be clearly developed and measurable – intervention strategies will be immediate and supportive of student development towards targets.
<p>Target setting will be used to measure EHCP and Baseline outcomes in all classrooms – SMART and individualised subject targets for all students.</p> <p>Ensure that mid/higher level ability student progress is achieved in regular LM sessions.</p>	AL CV	Targets sheets in place for all students. Targets reprised and evaluated with students each term at mid-way points.	Time/CPD	Nil	Autumn 2018	Summer 2019	GC AL KB	SLT Governors	<p>Target setting is now done across all departments – samples taken to check targets are SMART and with an EHCP focus. Checking of this is currently underway – via CHeds and AL oversight.</p> <p>Ensure subject baselines are rigorous and moderated – within and beyond curriculum</p> <p>Issues raised include some targets are not focused enough – or lack clarity: T&L sessions will rectify this.</p> <p>LMs to meet with staff each term and have a focused discussion on curriculum, achievement, data and T&L</p>	Staff and students will be more aware of need and student access to curriculum.

									expectations. AL to meet LMs each half term.	
<p>Termly Curriculum Reviews in each subject area as an on-going practice and developed through FROG platform.</p> <p>Depts given x2 T&L time to focus on curriculum development – last half term of each academic year will be given over to curriculum review and development.</p> <p>Develop greater uptake of subject specific CPD and shared best practice across departments.</p>	AL GC AP	<p>Curriculum reviews as part of LM meetings – evidenced in planning and development.</p> <p>Greater awareness of need for subject CPD and making links across subject areas.</p> <p>Teachers will become more reflective practitioners and embrace the concept of life-long learners – school ethos will be one of continual development</p>	Time/CPD	Nil	Autumn 2018	Summer 2019	AL GC AP	SLR Governors	<p>1st curriculum review to be held next half term. Focus on LMs and MMs to critically assess and develop the curriculum to support and enrich the experiences of all students.</p> <p>Discuss and Define how each subject area offers ‘broad and balanced’ curriculum with opportunity for all learners. Focus on:</p> <ul style="list-style-type: none"> ➤ Assessment/exams – how do we avoid ‘teaching to the test’ ➤ N/C curriculum as a template which offers greater opportunity to develop a clear subject overview. ➤ What do we already know – what will we do with it. ➤ Critically evaluate if we would be happy with this curriculum for our own children ➤ Develop a ‘knowledge-led school’ ➤ How does our curriculum evidence progress for all learners. ➤ Vocabulary gap – must be addressed in all subject areas. <p>Cross curricular developments to support and develop best</p>	<p>Line Managers will raise this profile/expectation and teachers will recognise the expectation for excellence in all subject areas.</p> <p>Teachers will begin cross curricular work to maximise student awareness of subject links.</p>

Empower and inspire the Academic Team

Actions	Leaders	Success criteria	Resources	Cost	Time line		Monitoring	Reporting To	Achieved / Comment	Impact
					Start	End				
					Introduce a Coaching Model and develop T&L Coach. Deliver initial inset of programme Half termly meetings with LM to advise/support	AL				

Coaching sessions to develop LM expertise/build confidence in process									CPD to be relevant and encourage personal/ professional development in subject expertise Further CPD for AL and CL re PM conflicts.	extending subject expertise.
Support key staff in classroom to develop best practice using the following structures and evidence based outcomes: Shared planning sessions to ensure a cross phase, developmental curriculum. Ensuring planning takes into account individualised student need and is aspirational to better serve needs of all students – with clear focus on higher attainers. Team teaching and inter-departmental observations of ‘best practice’	AL	With support, key staff will identify aspects of their own performance and begin to develop and introduce extended best practice into their work.	CPD as required/ necessary	Possible cover	Autumn 2018	Summer 2019	AL GC	SLT Governors	Working with 2 staff this term on developmental strategies – possibility to extend this into each academic year.	Best practice and organisational skills – commitment from staff to deliver better lessons and outcomes for students.

To improve the student experience to ensure a culture of aspiration and excellence

Actions	Leaders	Success criteria	Resources	Cost	Time line		Monitoring	Reporting To	Achieved / Comment	Impact
					Start	End				

<p>Introduce and pilot Cognitive Load Theory to aid memory development in students across the curriculum.</p> <ul style="list-style-type: none"> • Pilot within English and +1 subject • T&L sessions to introduce theory to staff – and strategies to be used over the last term • Model interleaving planning for recall and memory • Develop understanding of Meta cognition and how this is developed over time using concrete examples from pilot lessons in Eng. • Create student voice panel to champion the process across the student body 	AL	<p>Teachers will be more focused on helping students improve long term memory - looking for opportunities to develop this in each lesson and across the curriculum</p> <p>Retrieval practice embedded in SoW</p>	Stationery	CPD/AL	End Spring Term 2018	Summer 2019 And on-going	GC AL	SLT Governors	<p>PM target to find training provider – some work done with CC – on retrieval practice to be shared with teachers in T&L sessions. Pilot in Term 2 to provide evidence base for further development.</p> <p>Have completed interleaving planning – to share this with department heads.</p>	Students and staff will become more engaged with learning outcomes and feel more confident as they begin to embed knowledge from across the curriculum
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